Filed 03/09/09 (part 2) Pg YOUR SHARE OF Based on your personal data as of December 31, 1977 PARONA 

and varied benefits that are available to you as a salaried employe of Once again we're pleased to send you this annual summary of the many General Motors

and your family in financial planning for the future. This comprehensive overview should be of specific interest to you

By Since the Giving perions play all of these components work by is sometimes difficult to comprehend how all of these components work in the sometimes difficult among printent, among period to the final describes your benefits in case of illness, disability and set of deat Tetirement as well as the benefits available to your family in case of death.

We hope you will be pleased when you include these benefits
Sin your "How am I doing?" reflections. It should give you some personal. especially when you recognize them as an important and integral part of satisfaction to see how they continue to increase in value each year your total compensation and benefits package at General Motors

Chairman &

prior summaries. This may result in a lower salary, rather than current salary, as used in estimated benefit than previously shown benefits shown are based on your average 31, 1977. Every effort has been made to give the interest of accuracy the Part B retiremen Personnel Office. It should be noted that in error; please bring it to the attention of your Should you find what you believe to be an you figures that are accurate and up to date for you based on information as of Decembe

apply to each plan determined under the legal documents that make up your benefit program must be of payment under all of GM's plans that Eligibility for benefits and the actual amoun

maximum amount subject to Social Security Security purposes. Therefore, Social lower than the amounts shown below mates only. If you earned less than the Security benefits in this statement are esti-General Motors does not have access to your complete earnings records for Social



Exhibit D

Through December 31, 1977, your credited service is 0 YEARS AND 7 MONTHS \$112.44 and your contributions total

if you work for GM until you reach age 65 in 2014 your estimated monthly retirement income would be:

From the Retirement Program

\$433 -Noncontributory benefits: 5661<del>\*</del>

Contributory benefits....

From Social Security

\$633 -Yourself ...... Dependent spouse at age 65

\$2,043

Estimated retirement benefits are based on:

- The assumption that your current pay will stay the same until retirement
- Retirement payments for your lifetime only (if you elect a survivor option, benefits would be reduced)

Estimates of your retirement income at other ages are avallable upon request from your

Personnel Office. \*ASSUMES CONTINUED CONTRIBUTION TO AGE 65 AND NO WITHDRAWALS.

### Plus

If you retire from GM (except at employe option between ages 55 and 60 when your age and credited service total less than 85):

- You may take your Savings-Stock Purchase Program account in a jump sum, or convert part of your account to a lifetime annuity.
- Your health care coverage will be continued for your lifetime.
- A portion of your life insurance and Personal Accident insurance may be continued for your lifetime. Reduced Optional Life Insurance may be continued until age 70.



### Total Value of your Account Dec. 31, 1977 \$508

GM Common Stock @ \$62.81.

Diversified U.S.

Securities @ \$161.79 . . . . .

U.S. Savings Bonds (at cost) . . . . .

GM

Common Stock

The statement below shows your account status after class distributions and withdrawals, if any, Shares of GM stock purchased with GM's contributions and with dividends during 1975, 1976, and 1977, are subject to being "earned out." in accordance with the terms of being "earne the Program.

.2739

STEMENT OF ACCOUNT

|                                       |                          | Classes Earned Out                         | Gla    | isses Not Earned Out |                    | TOTALE             |
|---------------------------------------|--------------------------|--|--------|----------------------|--------------------|--------------------|
|                                       | Your Savings             | Through 1974                               | 1975   | 1976                 | 1977<br>\$4 79     | TOTALS<br>\$479    |
|                                       | U.S. Savings             |  |        | 1                    |                    |                    |
|                                       | Bonds Diversified U.S.   | 12 (1) (1) (1) (1) (1) (1) (1) (1) (1) (1) |        |                      | 1.4992             | 1.4992             |
| Purchased with<br>Your Savings        | Securities  Cash Balance | Uncts                                      | UNITS! | UNITS                | ÚNITS              | UNITS              |
|                                       | Plus Interest<br>GM      |  |        |                      | 3.5543             | 3.5543             |
|                                       | Common<br>Stock          | 23RAH2                                     | SHARES | ANARES               | SHARES             | SHARES             |
| Perchased<br>With GM<br>Contributions | GM<br>Common<br>Stock    | SHARES                                     | SHARES | SHARES               | 4 • 2649<br>SHARES | 4 • 2649<br>SHARES |
|                                       |                          |  |        |                      |                    |                    |

\$242

### INCOME

If you become disabled you may be eligible to receive salary continuation and/or disability benefits of \$1.622 PER MONTH FOR 13 WEEKS AND \$1.153 PER MONTH FOR THE NEXT 40 WEEKS.

If you remain disabled, you may be eligible for continuing disability benefits from several sources, totaling \$922 per month to age 29. Thereafter, you may be eligible for continuing Social Security benefits of \$460 per month plus GM retirement\* benefits of \$0 per month payable for life.

In addition, if you have a dependent spouse and one or more children, they could receive up to \$344 per month from Social Security.

\*Retirement benefits are projected only for employes with ten or more years of credited service Plus

Depending on your eligibility and enrollment status, other benefits may be payable if you are totally and permanently disabled:

- For employes with less than 10 years of credited service when first disabled, payout of basic life insurance in monthly installments following expiration of extended disability benefits.
- Monthly installments of Personal Accident Insurance.
- Entire account balance under GM Savings-Stock Purchase Program, including GM's contributions.



BENEFITS

In the event of your death while employed by GM, the following payments will be made to your beneficiary:

### Monthly Payments\*

From the Insurance Program:

\$250 to an eligible survivor, for up to 24 months (\$150 if certain Social Security benefits are payable). Thereafter, if you had a spouse at least age 45 when you died, \$250 a month would be paid until age 62 or remarriage or entitlement to unreduced Social Security because of your death.

From the Retirement Program:

A noncontributory benefit of NOT ELIGIBLE

Insurance Program survivor benefits are not payable or are waived.

(B) Contributory benefits of

MONTH would begin immediately for your spouse's lifetime in lieu of return of contributions. From Social Security:

S20 PER

Social Security could pay a surviving spouse and children as much as \$804 PER MONTH.

\*Assumes you have been married at least one year and your spouse is the same age as you.

### Lump-Sum Payments

| \$36,4900 | Basic Life Insurance   |
|-----------|--|
| \$92,300  | Optional Life Insurance  |
| \$750     | Savings-Stock Purchase account   |
| SEE (B)   | Retirement Program contributions   |
| \$255     | Social Security death payment  |
| \$130,205 | Total  |
|           | Plus, if death is accidental, one or   |
|           | more of these additional payments:   |
| \$18,450  | Extra Accident Insurance   |
| \$18,450  | Extra Accident Insurance (while on   |
|           | company business)  |
| NOT       | Personal Accident Insurance  |
| e, eaten  | Standardofoedittoordoreettikkii 1900 A. 2000 A |

### Plus

GM will pay for health care coverages for your spouse and eligible children if you die while actively employed provided you:

- Elected the Retirement Program
   contributory surviving spouse option and
   had 10 years of credited service, or
- 2) Were eligible to retire voluntarily (except

Optional Dependent Insurance:

00 || || late insluance—spouse



### **Basic Coverages**

100% of semiprivate room, board, and other hospital charges for up to 365 days, or 730 days in an approved hursing facility.

100% of covered doctor's charges for surgery, obstetrics, anesthesia, hospital visits, and consultations.

100% of the charge in excess of \$3 for each covered prescription, plus charges for outpatient hospital emergency care, lab, x-ray, and certain other services.

Hearing aid benefits after one year of service.

### Dental Care Coverage

After one year of service, while you are actively at work, the plan pays:

100% of fees for examinations and cleaning, 90% for fillings, x-rays, and extractions, and 50% for bridgework, dentures, and teeth straightening. The maximum dental benefits are \$750 per person per year, with a lifetime maximum of \$650 per eligible person for teeth straightening.

### Vision Care Coverage

Benefits provide for examination, leases and certain frames. Total copayment for each covered individual during any 12 consecutive months generally will not exceed \$12.50 for covered services and materials.

### Major Medical Coverage

For expenses not paid by your basic coverages:

100% of certain additional doctors' charges, and 80% of any remaining medical expenses which exceed the annual deductible amount of \$50 for you or an eligible family member, or \$100 for all eligible family members. Your total out-of-pocket cost (for other than outpatient psychiatric care) would not be more than \$550 per year for each individual, unless the \$25,000 maximum reimbursable amount per year for each individual is exceeded. There is no maximum on lifetime benefits.

YOU AND ELIGIBLE FAMILY MEMBERS ARE ENROLLED FOR: BASIC.
DENTAL, VISION, AND MAJOR
MEDICAL COVERAGES.



Through December 31, 1977, your credited service is O YEARS AND 7 MONTHS and your contributions total \$112.44

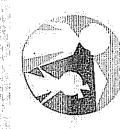
If you work for GM until you reach age 65 in 2014 your estimated monthly retirement income would be:

From the Retirement Program

Estimated retirement benefits are based on:

- The assumption that your current pay will stay the same until retirement
- Retirement payments for your lifetime only (if you elect a survivor option, benefits would be reduced)

Estimates of your retirement income at other ages are available upon request from your Personnel Office.



In the event of your death while employed by GM, the following payments will be made to your beneficiary.

### Monthly Payments\*

From the *Insurance Program:* 

| Insurance Program survivor benefits are not | for your spouse's lifetime when | A noncontributory benefit of NOT ELIGIBLE | From the Relitement Program: | because of your death. | entitlement to unreduced Social Security | would be paid until age 62 or remarriage or | least age 45 when you died, \$250 a month | payable). Thereafter, if you had a spouse at | - (\$150 if certain Social Security benefits are | #200 to an eligible survivor, Tor up to 24 months |
|---|---------------------------------|---|------------------------------|------------------------|--|---|---|--|--|---|
|   | #Bh                             |   |                              |                        |  |   |   |  |  | nins.   |

# payable or are waived. Contributory benefits of \$20 PER MONTH would begin immediately for your spouse's lifetime in lieu of return of contributions.

From Social Security:
Social Security:could pay a surviving spouse and children as much as Seca BER MONTH.

\*Assumes you have been married at least one year and your spouse is the same age as you.

actively employed provided your

Eiscled the Betirement Program

contributory surviving spouse option and

had 10 years of credited service, or

GM will pay for health care coverages for your spouse and eligible children if you die while

### ump-Sum Payments

| NOT. | \$18,450                                    | \$18,450                 |                                   |                                      | \$130 <b>,</b> 205 | \$255                          | SEE (B)                          | <b>\$750</b>                   | \$92,300                | \$36,900             |  |
|------|---|--------------------------|-----------------------------------|--------------------------------------|--------------------|--------------------------------|----------------------------------|--------------------------------|-------------------------|----------------------|--|
|      | <u>-Extra Accident Insurance (while on-</u> | Extra Accident Insurance | more of these additional payments | Plus, if death is accidental, one or | Total              | _Social Security death payment | Retirement Program contributions | Savings-Stock Purchase account | Optional Life Insurance | Basic Life Insurance | · 推荐,据述了"吐生"的"然而"的"一"的"加",所以"一"的"五"的"一"的"一"的"一"的"一"的"一"的"一"的"一"的"一"的"一"的"一 |

Optional Dependent Insurance:

000% 年7年

\$5,000

Life Insurance—each child
Personal Accident Insurance

Life Insurance—spouse

ELECTED

 Were eligible to retire voluntarily (except between ages 55 and 60 when your age and credited service total less than 85).





The GM program adds significant value to the pay you receive for the work you do. On an annualized basis,

AND HOLIDAYS. YOU ARE ENTITLED TO AND HOLIDAYS. YOU ARE ENTITLED TO 3.0 WEEKS OF VACATION IN CALENDAR YEAR 1978 PLUS SUPPLEMENTAL TIME OFF EQUIVALENT OF 5 DAYS. THERE ARE 14 HOLIDAYS DURING THE 1978

GM's cost for your benefits is even nigher than indicated, because you enjoy many other benefits that have not been detailed in this statement. These include:

- Salary continuation payments.
- Unemployment and Workers Compensation
- Tuition Refund Plan
  GM lavoff or separat
- GM layoff or separation allowance benefits
- Suggestion Plan
- Product discounts
  YOU SOON WILL RECEIVE A
  YOU SOON WILL RECEIVE A
  SEPARATE STATEMENT SHOWING
  YOUR ACCOUNT IN THE
  EMPLOYE STOCK OWNERSHIP
  PLAN. IT WILL BE INCLUDED
  IN FUTURE SUMMARIES.
  When you add it all up, it is an impressive
  package—a package with a value to you that
  goes well beyond its cost.



### i(SMS)

### BERONNESENESIMINATA

Your share of the GM Benefit Procram

Based on your personal data as of December 31, 1978



### Health Care BENEFITS

### **Basic Coverages**

100% of semiprivate room, board, and other hospital charges for up to 365 days, or 730 days in an approved nursing facility.

100% of covered doctors' charges for surgery, obstetrics, anesthesia, hospital visits, and consultations.

100% of the charge in excess of \$3 for each covered prescription, plus charges for outpatient hospital emergency care, lab, x-ray, and certain other services.

Hearing aid benefits after one year of service.

### Dental Care Coverage

After one year of service, while you are actively at work, the plan pays:

100% of fees for examinations and cleaning, 90% for fillings, x-rays, and extractions, and 50% for bridgework, dentures, and teeth straightening. The maximum dental benefits are \$750 per person per year, with a lifetime maximum of \$650 per eligible person for teeth straightening.

### Vision Care Coverage

Benefits provide for examination, lenses and certain frames. Total copayment for each covered individual during any 12 consecutive months generally will not exceed \$12.50 for covered services and materials.

### Major Medical Coverage

For expenses not paid by your basic coverages:

100% of certain additional doctors' charges, and 80% of any remaining medical expenses which exceed the annual deductible amount of \$50 for you or an eligible family member, or \$100 for all eligible family members. Your total out-of-pocket cost (for other than outpatient psychiatric care) would not be more than \$550 per year for each individual, unless the \$25,000 maximum reimbursable amount per year for each individual is exceeded. There is no maximum on lifetime benefits.

YOU AND ELIGIBLE FAMILY MEMBERS ARE ENROLLED FOR: BASIC, DENTAL, VISION AND MAJOR MEDICAL COVERAGE.



(part 2) Pg 9 of 13 FEBRUARY, 1979

The benefits we enjoy at General Motors are among the best in American industry in terms of their value to us and our families. A nationally known professional consulting firm has verified this fact through a study of benefit plans of the nation's top corporations.

What are your GM benefits worth? The benefit plans summarized for you in this statement are a very substantial part of your total GM compensation. Under "Adding It All Up", we've indicated how much your personal benefits cost General Motors, but their real value to you goes far beyond their cost to GM. If you were given the cash equivalent of their cost to GM, you would not be able to purchase for yourself and your family the protection, the security, and the peace of mind which these benefits represent. Included are health care for you and your family, adequate retirement income, protection from loss of income if you are disabled, savings for your future needs, and life insurance coverages:

GM is proud of the broad range of benefits which make up an important part of your total compensation as a salaried employe and we are pleased to provide you with this summary detailing how they apply to you and your family.

A. Auge Chairman This personal summary has been prepared to you based on information as of December 31, 1978. Every effort has been made to give you figures that are accurate and up to date Should you find what you believe to be an error, please bring it to the attention of your Personnal Office.

Eligibility for benefilisand the actual amount of payment under all of GM's plans that make up your benefit program must be determined under the legal documents that apply to each plan.

General Motors does not have access to your complete earnings records for Social Security purposes. Therefore, Social Security purposes. Therefore, Social Security purposes. Therefore, Social Security benefits in this statement are estimates only. If you earned less than the maximum amount subject to Social Security taxes, your Social Security benefits may be lower than the amounts shown below. Also, due to changes in the Social Security laws and benefit calculation formulas, actual or estimated Social Security benefits may be lower than shown on this or previous summaries.



If you become disabled you may be eligible to receive salary continuation and/or disability benefits of \$1,654 PER MONTH FOR 13 WEEKS AND \$1,106 PER MONTH FOR THE NEXT 40 WEEKS.

If you remain disabled, you may be eligible for continuing disability benefits from several sources, totaling \$2.5 per month to age 27. Thereafter, you may be eligible for continuing Social Security benefits of \$4.8 per month plus GM retirement\* benefits of \$0 per month payable for life.

In addition, if you have a dependent spouse and one or more children, they could receive up to \$334 per month from Social Security.

\*Retirement benefits are projected only for employes with ten or more years of credited service.

### Plus

Depending on your eligibility and enrollment status, other benefits may be payable if you are totally and permanently disabled:

- For employes with less than 10 years of credited service when first disabled, payout of basic life insurance in monthly installments following expiration of extended disability benefits.
- Monthly Installments of Personal Accident Insurance
- Entire account balance under GM Sayings-Stock Purchase Program, including GM's contributions.



In the event of your death while employed by GM, the following payments will be made to your beneficiary:

### Monthly Payments\*

From the Insurance Program:
\$250 to an eligible survivor, for up to 24 months
(\$150 if certain Social Security benefits are payable). Thereafter, if you had a spouse at least age 45 when you died, \$250 a month would be paid until age 62 or remarriage or

### Lump-sum payments

\$35,400 Basic Life Insurance

NOT ELECTED Optional Life Insurance

\$4,734 Savings-Stock Purchase account.

Retirement Program contributions

TREMENT INCOME

Through December 31, 1978, your credited service is 4 YRS AND 0 MD You contributed. \$.GO prior to July 1, 1977, and 5.00 after that date. If you work for GM until you reach age 65 in 2020 your estimated monthly retirement income would be:

From the Retirement Program

—Noncontributory benefits... -Contributory benefits...... 0+

From Social Security

-Yourself ..... \$650 Dependent spouse at age 65...

Estimated retirement benefits are based on:

- The assumption that your current pay will stay the same until retirement.
- Retirement payments for your lifetime only (If you elect a survivor option, benefits would be reduced).

Estimates of your retirement income at other ages are available upon request from your Personnel Office.

# \$573 PER MONTH IF YOU UNMARRIED CONTRIBUTE FROM AGE 25

TO AGE 65.

Plus-

If you retire from GM (except at employe option between ages 55 and 60 when your age and credited service total less than 85);

- You may take your Savings-Stock Purchase Program account in a lump sum, or convert part of your account to a lifetime annuity.
- Your health care coverage will be continued for your lifetime.
- A portion of your life insurance and Personal Accident Insurance may be continued for your lifetime. Reduced Optional Life Insurance may be continued until age 70.



### Garings-Stock Turchase PROGRAM

Total Value of your Account Dec. 31, 1978

GM Common Stock @ \$54.31 \$3,125

Diversified U.S.

Securities @ \$167.76..... \$706

U.S. Savings Bonds (at cost). 🚐 Income Fund ....... 5903

Classes Earned Out

Equily Index Fund @ \$112.15

Cash . . . . .

The statement below shows your account status after the class distribution for 1975; if any. Shares of GM stock purchased with GM's contributions and with dividends during 1976, 1977 and 1978 are subject to being "earned out" in accordance with the terms of the Program.

Total \$4,734

|                                   | archite v aliqu | g a sawangan | <del>؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞؞</del> | and the families as a series                  | d signey er allegik sikrad di |                   |
|-----------------------------------|-----------------|--------------|---|---|-------------------------------|-------------------|
|                                   | Throug          | gh 1975      | 1976  | 1977  | 1978                          | TOTALS            |
| Your Savings                      |                 | <u>.</u> :   | £03#  | \$686   | \$1,743                       | \$3,032           |
| . U.S. Savings<br>Bonds           |                 |              |   | # / P 4 (4) (4) (4) (4) (4) (4) (4) (4) (4) ( |                               |                   |
| Diversified<br>U.S.<br>Securities |                 | UNITS        | 2.0368<br>Units                                 | 2.1755<br>units                               | UNITS                         | 4-2123<br>UNITS   |
| Common<br>Stock                   |                 | SHARES       | 4.4382<br>SHARES                                | 4-9552<br>shares                              | 1.4.3834<br>SHARES            | 23.7768<br>SHARES |
| Income<br>Fund                    |                 |              |   |   | \$903.49                      | \$903.49          |
| Equity<br>Index                   | H.              | IINITE       | Maria   |   |                               |                   |

ANNUAL STATEMENT OF ACCOUNT

Purchased Contributions

Purchased with all Dividends

GM Common Stock

Cash Balance

Plus Interest

GM Common.

4.4382 -9463 17-2602 SHARES SHARES SHARES SHARES SHARES

2.5400 9134 1.6786 6-1320 SHARES SHARES SHARES 

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FIRS COMP 05-44481-rdd Doc 6431-2 \*Filed 03/09/09 Entered 03/09/09 11:11:42 In the event of your death while employed by EM, the ollowing Bayments will be made to your beneficiary: Lump-sum payments Monthly Payments\* From the Insurance Program: Basic Life Insurance \$250 to an eligible survivor, for up to 24 months \$35,400 Optional Life Insurance (\$150 if certain Social Security benefits are NOT ELECTED payable). Thereafter, if you had a spouse at Savings-Stock Purchase account 54,734 least age 45 when you died, \$250 a month Retirement Program contributions Social Security death payment \$255 would be paid until age 62 or remarriage or entitlement to unreduced Social Security 540,389 Plus, if death is accidental, one or because of your death. more of these additional payments: From the Retirement Program: Extra Accident Insurance A noncontributory benefit of \$17,700 UNMARRIED Extra Accident Insurance (while on for your spouse's lifetime when \$17,700 company business) Insurance Program survivor benefits are not Personal Accident Insurance NOT ELECTED payable or are waived. Contributory benefits of NOT ELIGIBL would begin immediately for your spouse's lifetime in lieu of return of contributions. Plus From Social Security: GM will pay for health care coverages for your Social Security could pay a surviving spouse and spouse and eligible children if you die while UNMARRIED children as much as actively employed provided you: Elected the Retirement Program \*Assumes you have been married at least one contributory surviving spouse option and vear and your spouse is the same age as you. had 10 years of credited service, or Were eligible to retire voluntarily (except Optional Dependent Insurance: between ages 55 and 60 when your age and Life Insurance—spouse NOT credited service total less than 85). Life Insurance—each child ELECTED Personal Accident Insurance NO T ELECTED

ding the l

The combined GM Benefit Plans add significantly to the total pay you receive for the work you do. On an annualized basis,

YOUR SALARY IS. ..... COST OF LIVING ALLOWANCE ... \$2,142 COST TO GM FOR YOUR BENEFITS INCLUDING \$1216 FOR SUCIAL \$5,658 SECURLTY BENEFITS...... \$25,500

TOTAL .. \*\$ 2,136 OF YOUR SALARY IS PAID TO YOU FOR YOUR VACATION AND HOLIDAYS. YOU ARE ENTITLED TO 3.0 WEEKS OF VACATION IN CALENDAR YEAR 1979 PLUS SUPPLEMENTAL TIME OFF EQUIVALENT OF 5 DAYS. THERE ARE LE HOLIDAYS DURING THE 1979 MODEL YEAR.

GM's cost for your benefits is even higher than indicated, because you enjoy many other benefits that have not been detailed in this statement. These include:

- Salary continuation payments
- Unemployment and Workers Compensation
- Tuition Refund Plan
- GM layoff or separation allowance benefits
- Suggestion Plan
- Product discounts

When you add it all up, it is an impressive package—a package with a value to you that goes well beyond its cost.

YOU WILL BEGIN TO PARTICIPATE IN THE GENERAL MOTORS EMPLOYE STOCK OWNERSHIP PLAN (ESUP) ON THE FIRST OF THE YEAR AFTER YOU HAVE COMPLETED Z YEARS OF GM SERVICE

AND ATTAINED A ESOP YOU MAY ALMOUNE BUAKES OF GM COMMON STOCK WHICH WILL ADD FURTHER TO THE VALUE OF YOUR GENERAL MUTORS BENEFIT PLANS.

UNITS

1768 SHARES

3.49 UNITS

L320



### TOBO PERSONAL BENEFIT SUMMARY YOUR SHARE OF THE GM BENEFIT PROGRAM

Based on your personal data as of December 31, 1979

FEBRUARY, 1980

The benefits summarized for you in this statement are a very substantial addition to your General Motors paycheck. These benefits, which include significant improvements made during 1979, add more than dollars to your paychack. They also add security and protection for you and your family for the present and for the future.

General Motors is pleased and proud to be able to provide improved salaried benefit plans which are among the very finest in American Industry today. Your contributions to the continued success of General Motors help to make such outstanding benefits possible.





### Health Care BENEFITS

### Basic Coverages

100% of semiprivate room, board, and other hospital charges for up to 365 days, or 730 days in an approved nursing facility.

100% of covered doctors' charges for surgery, obstetrics, anesthesia, hospital visits, and consultations.

100% of the charge in excess of \$3 for each covered prescription, plus charges for outpatient hospital emergency care, lab, x-ray, and certain other services.

Hearing ald benefits after one year of service.

### Dental Care Coverage

After one year of service, while you are actively at work, the plan pays:

100% of fees for examinations and cleaning, 90% for fillings, x-rays, and extractions, and 50% for bridgework, dentures, and teeth straightening. The maximum dental benefits are \$1000 per person per year, with a lifetime maximum of \$800 per eligible person for teeth straightening.

### Vision Care Coverage

After one year of service, benefits are provided for examination, lenses and certain frames. Total copayment for each covered individual during any 12 consecutive months generally will not exceed \$12.50 for covered services and materials.

### Major Medical Coverage

For expenses not paid by your basic coverages:

80% of any remaining medical expenses which exceed the annual deductible amount of \$50 for you or an eligible family member, or \$100 for all eligible family members. Your total out-of-pocket cost (for other than outpatient psychiatric care) would not be more than \$550 per year for each individual, unless the \$50,000 maximum reimbursable amount per year for each individual is exceeded. There is no maximum on lifetime benefits.

YOU AND ELIGIBLE FAMILY MEMBERS ARE ENROLLED FOR: BASIC, DENTAL, VISION AND MAJOR MEDICAL COVERAGES. Mi It y Sal

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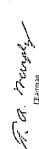
YOUR SHARE OF THE GM BENEFIT PROGRAM 

Based on your personal data as of December 31, 1979

FEBRUARY, 1580

Te Diffolds summarced for you in this statement one a very autistantial addition to your General Moores experient. Peso bouchs which include significan inscovenents made duing 1979, and more tran dallats to year cappiess. तिका देशक बार्च दनकाणि जाव क्रमितनाता कि इस नाम क्रम्म कि कि कि कर उनका नाम कि का क्रिक्त

Goreral Alocara is pleasor and proof to be alle to pencif improved salance bereif plans maich are aroup the ver Arost in American biblishy today. Your seminbasists to the contenest access on Coard a luctus help to make prof



# Health Care BENEFITS

Basic Coverages

1925a of semicories form, toast, and ether huseful chaptes ett. up ib 355 days, or 750 days in an aperoxal musing family.

स्त्रिप्त ज eovera करतन्त्रं द्वातुष्ट जि.डणाम्य, क्रांत्रत्ते। १९८३, सम्डोक्स, जिस्स्य शंडाह, स्मा द्वात्तात्रां।

EOUS of the cirago in excess of \$3 for each covered free-civilon, plus compas for explaint bussial ener-frony eine, lat. x1st, sat cenain chai eaches.

Hearing and benefits after one year of service. Dental Care Coverage

Adiei one pear of service. While you are actively at work, the plan Jays:

CO's of fees for caralletions and channel, 90% for Million 5-rays, and seem stations, and 55% for being-work, districts, and feem stariothering. The maximum detail benefits up \$1000 per cligate person for year, with a fillatine maximum of \$800 per cligate person for teem staging maximum.

" Retirement INCOME

### Vision Care Coverage

After one yaw of sopies, foreits are previous for existation tensus and order fareas, spet (conspiner for acar counts adultant camp any 12 conspinity norths persettly wit on accept \$72.00 for consect Services and materials

EXPORTES WH DEED by THAT DESIG CONTREPOR Major Medical Coverage

89% of ary remeining medical expenses which onered the semial detective expant of \$50 for you or an englishe further of \$10 for you or an englishe further what member 6 for the one-option could be a significant of the further of th

ARE ENTILLED FOR! BASIC. DENTAL; VISTOR 4ND MAJOR HIDICAL COVERAGES. YOU AND ELIGIBLE FAITLY MEMBERS

## Duability INCOME

### Monthly Payments

Il you recome displict you may be eligible to receive salary continuation and/or displicitly braining of \$1,575. PER HONTH FOR 6 HZEKS AND \$1,148. PER HONTH FOR THE WEXY 45 MEEKS

other concinumay he beyold it ges are texally and

permently dealers

िमानकीय का त्रांस अदिव्यक्ति

गर्व मार्गातमा प्रक्रात

\* For engloyes with less than 10 years at steating service when first cisableat, cayour of easier life

distracts at mostly instalments following exp

rain of enterted deathly benefits,

diability benefits from stveral sources, toroling You may be employ for continuon Souses Security benefits of \$570 per month plus GM restroment tenefits of security in parable for the If the remain deathca, you may be oligible for constraint

In adillitor, il yiu tato a Caperderi spose ani um

"Activational bonefits are professed only for employee er nove children, tresy equal reseive up to par month from Social Sacurity with ten or more years of omedited senice.

· Monthly installments of Prisonal Accidus Insurans. \* Entira account Databilo tertes CIA Saultys-Slock

Purchase thouran, including GM's correlations.

# Suuvinou BENEFITS

th the event of your doubly while comployed by GAI, the following payments will be made to your tendiciary

Lump-sum payments 636.230 SLECTED \$40,337 after. If you had a species who, upon your death, was Hol 6360 to an aligible seemen, for up to 24 months (5175) if certain Social Security oracidis are payable. Thereyears of serice totaled file or mane, 5:000 a moren would be peak unit one textier of ango 62, remainage or entitlement to immetured Secarity because of i) at least age 45, or 2) whose age, when salded to your From the Assessor Program. Monthly Payments\* New Gently

fot your spouso's lifetime when fostrance from the Anticoneuf Program. A narraministry Daroth of Hot Haraled

Program Survivo Legalits are not cayable or are waved, Costributory denotice et 1907 El 1019 LE would begin immeniately in your species's lifetima in fice of recorn of contributing.

101

Social Security could hay a surviving spouse and children as much as mot. A MARTED Acatanes you have been married at leass one year कर्य क्रमा स्वापन स्ट कि काल्य त्राव तर क्रम Fran Secial Security.

Oppical Dependent Insurance:
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### सिक्ष, ११ व्यक्ता १६ व्यक्ताव्या । व्यक्त

Total

References Program considerations Saving =- Stock Purchases account Social Secural death payment

Coloral Life Insurance Bail the hearing

> \$3,352 42.00

more of three additioned payments. Extra Accident Insurance (white on Estra Accident processes COMPANY DUSYNESS 438,400 ELECTED 518,430

Off will pay for health care contracts for your species and eligities children il you die while activoly amplayed Paramal Access Insurance STUDY FOR

21 Were explore to retire volunturily texcent between il Encied the Patientan Program consillatory qui-With spece option and had 10 years of credited service, or

काम की बात्र की भारत (तम बात बात्र कार्यात कार्यात इस्पाद कि के कार्ड तिया 85).



Employe Stack Ownership PLAN